

FCC 395

FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20554

Approved by OMB
3060-0076
Est. time per response:
1 hour

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

SECTION I - General Information

1. Name and Mailing Address of Respondent
HILL COUNTRY TELEPHONE COOPERATIVE, INC
P O BOX 768
INGRAM, TX 78025

☐ Check here if this
is a change of
address.

2. Year Report Filed
2017

3. Reporting Period (Ending Date of Pay
Period Covered by Report)
FEB 11, 2017

4. Number of Full-Time Employees during Selected
Reporting Period (check one).
a. ☐ Fewer than 16 (complete Sections I, IV, and V only)
b. ☒ 16 or more (complete all sections)

SECTION II - Full-Time Employees

Number of Employees (Report employees in only one category) Race/Ethnicity																	
Job Categories	Hispanic or Latino		Not Hispanic or Latino														Total Columns A - N
			Male							Female							
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N			
Executive/Senior Level Officials and Managers	1.1	0	0	2	0				0	0		0			2		
First/Mid Level Officials and Managers	1.2	1	1	10	0				2	0		0			14		
Professionals	2	0	3	5	0				1	1		0			10		
Technicians	3	3	0	18	0				1	0		0			22		
Sales Workers	4	0	0	2	0				2	0		0			4		
Administrative Support Workers	5	2	3	7	0				18	0		0			30		
Craft Workers	6	4	0	14	3				0	0		0			21		
Operatives	7														0		
Laborers and Helpers	8														0		
Service Workers	9														0		
TOTAL	10	10	7	58	3	0	0	0	24	1	0	0	0	0	103		
PREVIOUS YEAR TOTAL	11	6	7	57	3	0	0	0	22	1	0	0	0	0	96		

SECTION III - Part-Time Employees.

Number of Employees
(Report employees in only one category)

Race/Ethnicity


Job Categories	2019													Total Columns A - N		
	Hispanic or Latino		Not-Hispanic or Latino													
			Male						Female							
			White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native		Two or more races	
	Male	Female														
Executive/Senior Level Officials and Managers	1.1	0	0	0	0					0	0		0		0	
First/Mid-Level Officials and Managers	1.2	0	0	0	0					0	0		0		0	
Professionals	2	0	0	0	0					0	0		0		0	
Technicians	3	0	0	1	0					0	0		1		2	
Sales Workers	4	0	0	0	0					0	0		0		0	
Administrative Support Workers	5	0	0	0	0					0	0		0		0	
Craft Workers	6	0	0	0	0					0	0		0		0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2
PREVIOUS YEAR TOTAL	11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.65, 90.168, 101.4, and 101.311.

- ☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.
- ☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

Certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	05/01/2017	Typed or Printed Name of Person Signing	ALAN LINK	Signature		Telephone No.	(830) 367-5333
Title of Person Signing		CHIEF EXECUTIVE OFFICER		WILL FULLY FALSE STATEMENTS MADE ON THIS FORM BE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).			

Attachment A

In March 2017, a former employee filed an EEOC charge against HCTC, which was dismissed by the EEOC on March 10, 2017. We never received a copy of the actual charge, so are unaware what it alleged or whether it stated a reportable risk. The EEOC's dismissal was a 'right to sue' notice giving the former employee 90 days from receipt of notice to file a federal suit for discrimination.

AL/bf
05/01/2017